

Comparisons of Job Characteristics

Focus Occupation: Social and Community Service Managers (11-9151)

Associated Occupation: Education Administrators, Postsecondary (11-9033)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: Social and Community Service Managers (11-9151)

Associated Occupation: Education Administrators, Postsecondary (11-9033)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	18.4	20.5	> Current knowledge level is likely sufficient
English Language	11.2	18.3	16.4	< Expanded education and/or training may be required
Education and Training	9.2	17.0	14.4	< Expanded education and/or training may be required
Administration and Management	8.4	16.0	16.4	0 Current knowledge level may be sufficient
Psychology	6.4	14.6	17.1	> Current knowledge level is likely sufficient
Personnel and Human Resources	5.6	14.1	13.2	0 Current knowledge level may be sufficient
Therapy and Counseling	3.8	13.6	16.2	> Current knowledge level is likely sufficient
Sociology and Anthropology	4.1	12.1	11.9	0 Current knowledge level may be sufficient
Communications and Media	5.3	10.2	7.8	<< Extensive education and/or training may be required
Philosophy and Theology	3.2	8.4	8.7	0 Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: Social and Community Service Managers (11-9151)

Associated Occupation: Education Administrators, Postsecondary (11-9033)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Monitoring	9.9	13.9	14.4	0 Current skill level may be sufficient

Judgment and Decision Making	9.4	13.6	14.2	0	Current skill level may be sufficient
Time Management	8.9	13.5	15.0	>	Skill level is likely sufficient
Coordination	9.1	13.2	14.5	0	Current skill level may be sufficient
Instructing	7.8	13.2	11.9	<	A higher skill level may be required
Social Perceptiveness	9.1	12.9	15.4	>	Skill level is likely sufficient
Management of Personnel Resources	6.9	12.8	14.8	>	Skill level is likely sufficient
Service Orientation	7.9	12.2	13.5	>	Skill level is likely sufficient
Negotiation	6.8	11.8	10.6	<	A higher skill level may be required
Persuasion	7.4	11.4	11.2	0	Current skill level may be sufficient
Systems Analysis	6.5	10.7	12.8	>	Skill level is likely sufficient
Systems Evaluation	6.4	10.7	12.8	>	Skill level is likely sufficient
Management of Financial Resources	3.3	9.2	11.3	>	Skill level is likely sufficient
Management of Material Resources	3.7	8.9	8.8	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities	Similarity of Focus Occupation to Associated Occupation: 98									
Focus Occupation: Social and Community Service Managers (11-9151)										
Associated Occupation: Education Administrators, Postsecondary (11-9033)										
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation						
Oral Comprehension	12.5	16.0	16.2	0	Current ability level may be sufficient					
Oral Expression	12.4	16.0	16.2	0	Current ability level may be sufficient					
Written Expression	9.8	15.7	13.6	<	Some improvement in abilities may be required					
Written Comprehension	11.0	15.4	14.5	0	Current ability level may be sufficient					
Speech Clarity	10.2	14.3	16.2	>	Current ability level is likely sufficient					
Inductive Reasoning	10.2	14.2	12.2	<	Some improvement in abilities may be required					
Problem Sensitivity	11.1	14.0	14.2	0	Current ability level may be sufficient					
Fluency of Ideas	7.6	13.0	12.2	0	Current ability level may be sufficient					
Originality	7.6	11.6	12.2	0	Current ability level may be sufficient					
Memorization	5.6	8.5	6.8	<	Some improvement in abilities may be required					

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: 81
---	---

Focus Occupation: Social and Community Service Managers (11-9151)
Associated Occupation: Education Administrators, Postsecondary (11-9033)

Work Activities	Exclusivity of Activity
Analyze financial data	57
Assign work to staff or employees	30
Conduct fund raising activities	87
Conduct or attend staff meetings	47
Develop budgets	56
Direct and coordinate activities of workers or staff	3
Evaluate information from employment interviews	72
Evaluate performance of employees or contract personnel	54
Hire, discharge, transfer, or promote workers	47
Interview job applicants	69
Make presentations	13
Orient new employees	59
Oversee execution of organizational or program policies	49
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Social and Community Service Managers (11-9151)
Associated Occupation: Education Administrators, Postsecondary (11-9033)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.